



## Procedure 105-02 Consensual Amorous Relationships

Sponsor: Human Resources

### Purpose

The College prohibits any consensual amorous relationship involving a faculty member and student, supervisor and employee, or tutor/counselor and student, where the faculty, supervisor, or tutor/counselor has direct authority, influence, or responsibility with respect to that student or employee.

### Definitions

Authority, influence, or responsibility includes, but is not limited to: in the employment setting, carrying out assignments, evaluations and promotions or disciplinary decisions; and in the instructional setting, being responsible for a student's evaluation and grading, awarding of financial aid, or employment offers.

### Procedure

In the event a consensual amorous relationship develops, the supervisor, tutor/counselor, or faculty member must inform his/her immediate supervisor promptly so that steps can be taken to remove the relationship of authority of the supervisor, tutor/counselor, or faculty over the employee or student for all purposes.

Supervisors, tutors/counselors, or faculty members who engage in such consensual relationships and do not resolve the conflict of interest will be subject to disciplinary action up to and including termination.

### References

None

### Procedure History

April 1995	New
04/28/2009	Reformatted

### Legal Review

None